

**Thursday, September 22, 2005 (7:30 – 4:00)**

7:30–9:00 Breakfast (provided)

8:00–8:45 **The NLRB & FMCS: Sister Agencies In Labor Relations—Their Roles Today**

(Richard Ahearn & Beth Schindler)

Representatives from the National Labor Relations Board and Federal Mediation and Conciliation Service will present updates on current and continuing trends in the field of labor relations.

8:45–9:00 Break

9:00–10:15 **CONCURRENT SESSIONS**

**Clark Fork** **Past Practice Impacts on Collective Bargaining**

(Jack Flagler)

Even if you think you understand what constitutes a “past practice”, do you know what impact on collective bargaining “past practice” issues have? Can you “repudiate” a past practice? What type of notice is required? Internationally known Arbitrator Jack Flagler will discuss this topic with active audience participation.

**Grant Creek** **Sitting on Your Rights: Jordan & Browning Cases Reviewed**

(Mike Dahlem)

How much notice is required when an Employer wants to change a practice? When does a union have to make a demand to bargain before the right is waived? The Montana cases of Jordan and Browning will be reviewed, including case analysis of waiver of rights and obligations to bargain in good faith.

10:15–10:30 Break

10:30–11:30 **Red Light/Green Light... Arbitrator Case Analysis**

Facilitator: Maggie Copeland

Arbitrators: David Lipsky, Jack Flagler, Bill Corbett, David Stiteler, & Kathryn Whalen

Experienced Arbitrators will provide on-the-spot analysis of legally and factually entertaining cases relating to the topic of “past practice”, with active audience participation adding to the program.

11:30–12:30 **MT Employment Law Developments (aka The Karl & LeRoy Show)**

(LeRoy Schramm & Karl Englund)

Always one of our most educational and entertaining sessions, LeRoy Schramm & Karl Englund will again discuss changes and current labor relations issues in Montana Law.

12:30–1:30 Lunch (on your own)

1:30–4:00 **Board of Personnel Appeals Meeting and Hearing (if case pending)**

If there is a current case pending, the Montana Board of Personnel Appeals will meet following the conference program on Thursday afternoon.